



## COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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**MICHAEL J. HENRY**  
DIRECTOR OF PERSONNEL

July 21, 2006

To: Each Supervisor

From: Michael J. Henry   
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL  
CENTER (KDMC)**

This status report reflects information as of July 20, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

### **DISCIPLINE**

Overall, since January 2004, 466 disciplinary actions have been taken against KDMC employees. Of this number, 240 actions have been discharges or resignations. A total of 57 disciplinary actions have been taken against physicians and 40 physicians have been discharged or have resigned.

Since our last report, five cases have been closed and five additional cases have been opened. As a result, KDMC's open caseload is currently 51 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians. Four of the new cases involve nurses. Two of the nursing cases are related to substandard attendance; one involves an allegation of a medication error; and one is related to a verbal threat of violence.

### **RECRUITMENTS**

Ten new nursing employees are scheduled to start on Monday, July 24, 2006 (two Staff Nurses in the Medical/Surgical Department, one Staff Nurse in the Neonatal Intensive Care Unit, one Staff Nurse in Pediatrics, one Staff Nurse in Psychiatric Emergency Services, three Senior Student Workers, Nursing and one Student Worker, Nursing in the Emergency Room, and one Licensed Vocational Nurse I in the Department of Psychiatry).

*To Enrich Lives Through Effective and Caring Service*

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In addition, two nursing employees are being promoted effective July 24, 2006 (an Interim Permittee is being promoted to Staff Nurse in the Medical/Surgical Department and a Critical Care Nurse is being promoted to Nursing Instructor in Nursing Education).

If you have any questions, please call me.

MJH:STS  
SBH:amb

#### Attachments

c: David E. Janssen  
Bruce Chernof, M.D.  
Ray Fortner  
Sachi Hamai  
John R. Cochran III  
Antionette Smith Epps

H:KDMCSTATUSMEMO FINAL 072106

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 07/20/06

Dated: 7/20/2006

Closed Cases -	873
Open Cases -	51
Referred Cases -	13
Grand Total =	937

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b><u>Formal discipline:</u></b>						
Discharges	10	4	31	0	32	77
Discharges of Probationers	0	6	8	1	11	26
Suspensions (6 - 30 Days)	4	11	48	4	36	103
Suspensions (1 - 5 Days)	11	8	22	1	20	62
Reprimands	7	2	24	2	14	49
Warnings	1	2	1	3	5	12
<b>Resignations in Lieu of Administrative Action</b>	20	9	31	6	11	77
<b>Release of Temporary Employee</b>	14	1	36	0	8	59
<b>Medical Release</b>	0	0	0	0	1	1
<b>Subtotal</b>	<b>67</b>	<b>43</b>	<b>201</b>	<b>17</b>	<b>138</b>	<b>466</b>

TYPE OF ADMINISTRATIVE ACTION	Medical Staff <sup>1</sup>	Ancillary <sup>2</sup> Medical Staff	Nursing Staff <sup>3</sup>	Pharmacy Staff	All Other Staff	TOTALS
<b>Non-Disciplinary <sup>4</sup> Corrective Actions</b>	23	10	39	43	32	147
<b>Total Actions Taken</b>	<b>90</b>	<b>53</b>	<b>240</b>	<b>60</b>	<b>170</b>	<b>613</b>

- <sup>1</sup> Includes: Physician series; Physician's Assistant; and Nurse Practitioners  
<sup>2</sup> Includes: Surgical Technicians; Medical Technologists; etc.  
<sup>3</sup> Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant  
<sup>4</sup> Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT  
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 07/20/06

Dated: 7/20/2006

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b><u>Formal discipline:</u></b>				
Discharges	8	2	0	10
Discharges of Probationers	0	0	0	0
Suspensions (6 - 30 Days)	3	1	0	4
Suspensions (1 - 5 Days)	8	3	0	11
Reprimands	5	2	0	7
Warnings	1	0	0	1
<b>Resignations in Lieu of Administrative Action</b>	18	1	1	20
<b>Release of Temporary Employee</b>	14	0	0	14
<b>Medical Release</b>	0	0	0	0
<b>Subtotal</b>	<b>57</b>	<b>9</b>	<b>1</b>	<b>67</b>

TYPE OF ADMINISTRATIVE ACTION	Physician	Physician's Assistant	Nurse Practitioner	TOTALS
<b>Non-Disciplinary Corrective Actions</b>	21	1	1	23
<b>Total Actions Taken</b>	<b>78</b>	<b>10</b>	<b>2</b>	<b>90</b>